



**TO:** T.C. Broadnax, City Manager  
**FROM:** Joy St. Germain, Director, Human Resources  
 Karen Short, Human Resources Senior Analyst  
**COPY:** City Council and City Clerk  
**SUBJECT:** Pay and Compensation Ordinance – November 10, 2015  
**DATE:** October 16, 2015

**SUMMARY:**

An ordinance amending the Tacoma Municipal Code (TMC), Compensation Plan, Chapter 1.12 to implement rates of pay and compensation for employees represented by the Professional and Technical Employees, Local 17.

**STRATEGIC POLICY PRIORITY:**

The ordinance aligns with the City Council’s Strategic Policy priority to encourage and promote an efficient and effective government, by providing for wages and other changes in working conditions as negotiated in good faith for employees represented by the Professional and Technical Employees, Local 17.

**BACKGROUND:**

The ordinance will provide for the implementation of the collective bargaining agreement with the Professional and Technical Employees, Local 17. The agreement covers approximately 267.5 budgeted full time equivalent (FTE) positions located within both General Government and Tacoma Public Utilities departments. The agreement is tentatively scheduled for consideration by the Public Utility Board as a resolution on October 28, 2015, and by the City Council as a resolution on November 10, 2015.

The ordinance provides for a wage increase effective retroactive to January 1, 2015, of 1 percent, and a lump sum payment of \$500 for employees active on the date of the agreement’s ratification by the Union. Employees holding specific certifications for their assigned discipline will receive an additional lump sum payment of \$500 for 2015. Effective January 1, 2016, wage rates will increase by 1 percent, and active employees will be given a lump sum payment of \$500. The classification of Collection Systems Technician is condensed from a 21 step pay scale to a 5 step pay scale, and receives a one-time market adjustment of 2.35 percent effective January 1, 2015, and the pay scale for Sewer Transmission Systems Maintenance Supervisor is aligned in parity with Solid Waste Route Supervisor.

**ISSUE:**

Authorization is required to execute the collective bargaining agreement as negotiated with the bargaining unit on behalf of the employees represented by the Professional and Technical Employees, Local 17.

**RECOMMENDATION:**

It is recommended that the City Council take the necessary action to approve the legislation.

**FISCAL IMPACT:**

Fiscal impact information is provided by the Office of Management and Budget.